

**DEPUTY CHIEF OF NAVAL
OPERATIONS (M&P)**

(N133D)



Enlisted Supervisor

Retention Pay (ESRP)

NUCLEAR ENLISTED PROGRAM MANAGER

DCNO (M&P)(N133D)



Naval Nuclear Propulsion Program

A DoD Critical Skill



■ Nuclear Field Enlisted Supervisors are essential to our mission

- Required to sustain safe nuclear powered aircraft carrier and submarine propulsion plant operation, and maintain a readiness condition that fully supports the Navy's Fleet Response Plan (FRP)
- Naval Nuclear Propulsion Program's (NNPP) half century of success is directly attributable to senior Nuclear Field (NF) enlisted leadership
- NNPP personnel are actively pursued by civilian technical industry, due to the rigorous screening and high standards required throughout the NNPP

■ Compensation must reflect their value to the fleet

- The Secretary of Defense recently designated senior nuclear-trained sailors as holding a "Critical Military Skill," and approved implementation of the Enlisted Supervisor Retention Pay (ESRP) as a retention incentive



Enlisted Supervisor Retention Pay Execution

■ ESRP is executed similar to the Selective Reenlistment Bonus (SRB) program, with a few exceptions:

- Not limited by the \$60,000 SRB statutory cap
 - » SRB is capped at \$60K for Zone B and C reenlistment contracts
 - 7 of 8 nuclear Zone B, and 6 of 8 nuclear Zone C ratings, are at this ceiling
 - » ESRP has no contract cap
 - Allows flexibility to adjust compensation to meet retention requirements
- ESRP can be paid through the 25th year of service
 - » SRB is limited to payment through the 16th year of service

■ Payment

- Initial payment as lump sum, representing 50% of contract award value
- Remaining 50% paid in equal annual installments on Oct 1st, over the remaining contract period

■ Bonus Calculation

$$\text{ESRP AWARD} = \frac{(\text{BasePay} \times \text{Additional Reenlistment BLISER} \text{ in months})}{12 \text{ months}} \times \text{ESRP Award Multiplier}$$



Enlisted Supervisor Retention Pay Requirements

- **Eligibility - Must meet all of following criteria:**
 - **Currently available only to nuclear-trained enlisted supervisors holding an ESRP designated NEC**
 - » Qualified NECs: 3363, 3364, 3365, 3366, 3393, 3394, 3395, or 3396
 - » Eligible for reenlistment and retention
 - » Recommended by current command
 - **10-23 years of service (less than 10 years will be covered under SRB)**
 - » *Initially offered only for Zone C (10-16 years of service)*
 - **Must be able to execute 2-6 year reenlistment contract**
 - » ESRP not offered for Short/Long Term Extensions
 - **Not reenlisted under a retention compensation program for that reenlistment zone**
 - » Cannot receive both SRB and CSRB for same retention zone
 - » Those eligible for ESRP will not be eligible for SRB
 - **Must be E-6 or above**

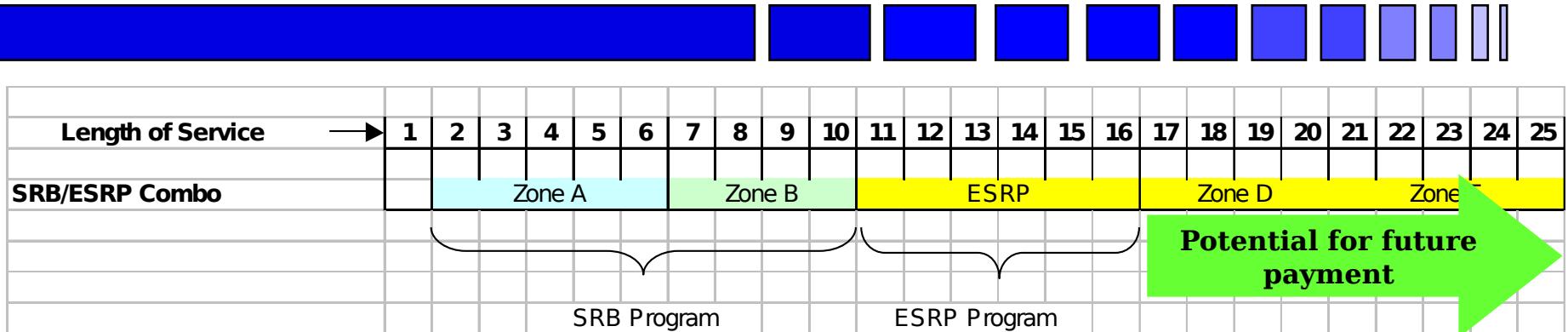


Enlisted Supervisor Retention Pay *Requirements (con't)*

- Eligibility - Must meet all of following criteria (con't) :
 - Terminal date of the new reenlistment contract must be at least 24 months past the existing contract End of Active Obligated Service (EAOS) [or current EAOS, as extended (SEAOS)]
 - New contract must not extend beyond the servicemember's High Year Tenure (HYT) date (waivable)
 - Combined lifetime reenlistment compensation (ESRP + SRB) cannot exceed \$200,000
 - Must receive prior approval prior to executing ESRP reenlistment
- ESRP contracts will be capped at \$100,000 per reenlistment contract



ESRP Program Outline



- Currently ESRP is available for Zone C reenlistments only
 - May be expanded to adjacent zones depending on manning requirements
 - » Will only be used to retain ***“Supervisor Element”***
 - ESRP Program plan is to expand ESRP to Zone D in FY-06 for NF
- ESRP is a “Force Shaping” tool
 - ESRP award levels will be periodically adjusted by Director, Military Personnel Plans and Policy Branch (N13) to achieve optimal manning levels
 - Changes to award levels will be announced via ESRP NAVADMIN



Enlisted Supervisor Retention Pay Award Example



- A submarine ET1 with a 3363 NEC and 11 years of service reenlists in Zone C for a term of 4 years (w/ no remaining obligated time on current contract)
- Below are the compensation values for the SRB and the ESRP programs using multiples of 6.5 and 7.0

Program	Years	Award Multiple	Base Pay	Total Awarded	1 st Year Payment	Out Year Payments
SRB	4	6.5	\$259 ₆	\$67,496 (capped @ \$60,000)	\$30,000	\$10,000
SRB	4	7.0	\$259 ₆	\$72,688 (capped @ \$60,000)	\$30,000	\$10,000

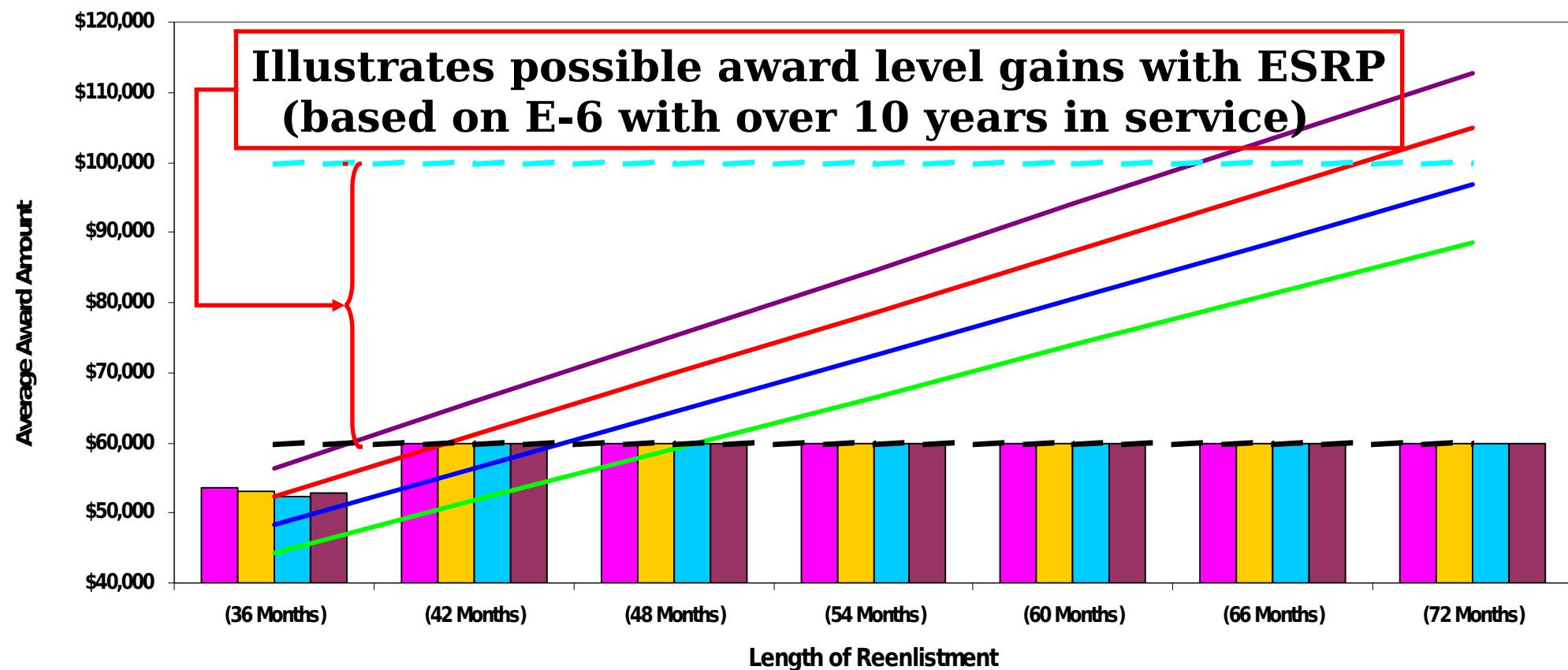


Submarine Nuclear Supervisors

“ESRP Award Nomograph”



Zone C ESRP vs. Zone C SRB

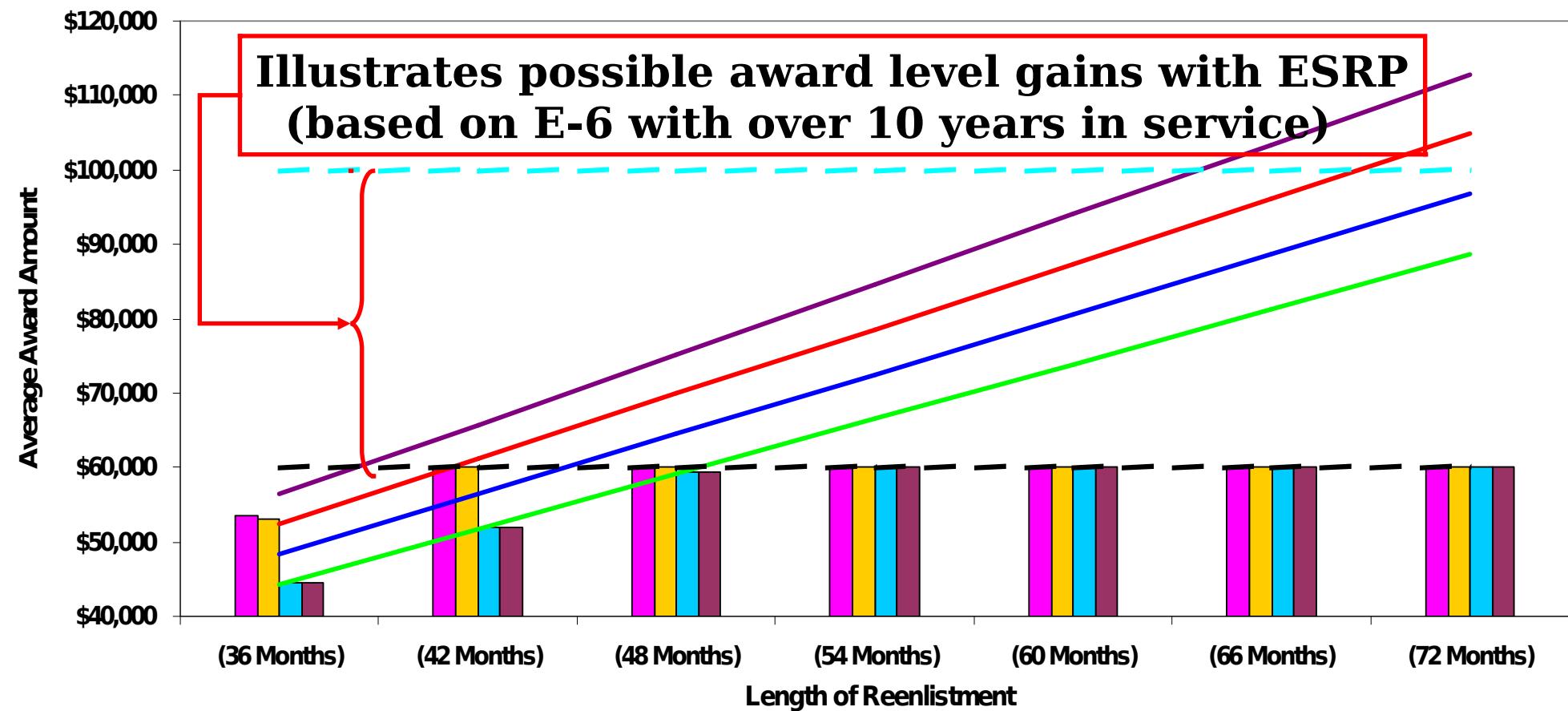




Surface Nuclear Supervisors “ESRP Award Nomograph”

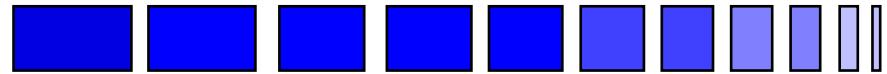


Zone C ESRP vs. Zone C SRB





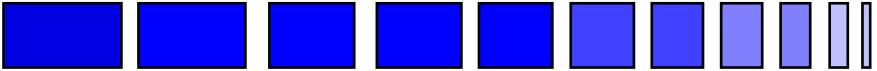
Enlisted Supervisor Retention Pay *Request Processing*



- **Submit ESRP reenlistment contract**
 - Preferred method is OPINS FORMAN Program
 - Secondary method is ESRP Policy memo
 - Current reenlistment infrastructure is not programmed to process reenlistment contracts that will exceed \$60,000
 - » Requires manual intervention by the ESRP Program Manager for payment execution
 - » Initial payment may be delayed up to 14 days following notification of reenlistment
- **ESRP Program Manager Approval**
 - Will process ESRP request and send message approval/disapproval to the command
- **Execute Reenlistment**
 - Report reenlistment execution to servicing PSD
- **Contract Posting**
 - Existing electronic programs cannot currently process ESRP contract amounts
 - » ESRP Program Manager will direct DFAS to initiate payment following reenlistment execution notification



Enlisted Supervisor Retention Pay *References*



■ CNO (Manpower and Personnel)(N13) Policy Decision Memorandum

- **Distributed to:**

- » CSP/CSL N1, each CSS/NSSC
- » CNAP/CNAL N9, each CVN Reactor Department office

■ Nuclear Community BUPERS and NKO Websites

- **Will contain additional information**

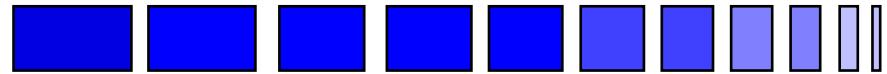
- » ESRP Policy Memo
- » ESRP NAVADMIN
- » Sample Award Calculator
- » Instructions for ESRP electronic request via OPINS FORMAN program
- » Frequently Asked Questions and Lessons Learned

- **Website Locations:**

- » BUPERS: Nuclear Enlisted Program
 - www.bupers.navy.mil/pers2/n133web/n133d.htm
- » NKO: Nuclear Enlisted Community
 - wwwa.nko.navy.mil
 - Click on Chief of Naval Personnel link, then Community Manager link, to find the Nuclear Propulsion folder



Enlisted Supervisor Retention Pay *Points of Contact*



■ Nuclear Enlisted Program Manager is the ESRP Program Manager

- **Nuclear Enlisted Program Manager/Nuclear Enlisted Community Manager**
 - » CDR David Alldridge
 - » (703) 695-4449 (DSN 225) email: nxag_n133d@navy.mil
- **Nuclear Asst ECM: LT David Simprini**
 - » (703) 693-0893 (DSN 223) email: nxag_n133d1@navy.mil
- **Nuclear Asst ECM (ESRP Asst Program Manager): EMCM(SW) Jeffery DeMerchant (*Primary POC*)**
 - » (703) 695-3301 (DSN 225) email: nxag_n133d2@navy.mil
- **Nuclear Asst ECM (ESRP Program Monitor): MMC(SS) Alan Pankratz**
 - » (703) 695-1276 (DSN 225) email: nxag_n133d3@navy.mil

■ SRB desk will not process ESRP requests or payments

- Contact the ESRP Program Manager directly for any questions or issues



Enlisted Supervisor Retention Pay *Summary*

- **ESRP is a *Career* oriented retention incentive**
 - Not limited to 16 years of service limitation of SRB
 - Not limited to \$60,000 reenlistment contract cap of SRB
 - Focused on senior leadership requirements for Critical Skill ratings
- **Although ESRP will be initially offered only to Zone C nuclear-trained personnel, it is planned to be expanded to Zone D nuclear-trained personnel in FY-06**
- **See reference Policy Memo, ESRP NAVADMIN, or Nuclear ECM BUPERS and NKO websites for additional information**